

MIAMI-DADE COUNTY, FLORIDA

is seeking!

DIRECTOR,
TRANSIT DEPARTMENT





THE COMMUNITY

Miami-Dade County is an ideal place to live, work and play. It is a microcosm of America with a large diversity of languages, accents, foods and cultures. Voted by *Child Magazine* as one of the *Top 10 Cities for Families*, Miami-Dade County offers year-round warm weather, an abundance of diverse family and social activities, including cultural venues, restaurants, golf courses, tennis courts, shopping and professional sports. It provides quality public and private education and diverse colleges and universities. Executive and affordable housing are available and residents enjoy the benefit of paying no state or city income tax. In Miami-Dade, the median age is 35.6.

Miami-Dade is an ideal destination for visitors. It is accessible to the world through its international airport and comprehensive, accessible local transportation. Miami-Dade just hosted Super Bowl XLI, the ninth Super Bowl in South Florida and the fourth in the past 16 years.

South Florida leads the state in year-over-year job growth. The recent opening of the Carnival Center for the Performing Arts has stimulated significant new investment in downtown Miami with the opening of new shops and restaurants.

The County is also home to the 4th largest school district in the nation, with 340 public schools serving 370,000 students where more than 80 percent of graduating seniors continue their education.

COUNTY GOVERNMENT

Miami-Dade is one of the largest county governments in the Southeastern United States with a \$6.4 billion budget, 30,000 employees and 64 departments serving a population of more than 2.3 million residents.

Miami-Dade County enjoyed improved bond ratings in 2006 – a strong indicator of economic vitality. According to the Fitch Rating Agency, higher bond ratings are a result of “management and efficiency reforms that have been implemented and institutionalized, and have resulted in efficiency savings in general and enterprise fund operations.” Bond rating upgrades included the Transit System Sales Surtax Revenue Bonds to “AA” from “AA-” and the upgrade of the Public Service Tax Revenue Bonds by Fitch from an “A+” to “AA-.”

Miami-Dade is transitioning into an Executive Mayor form of government, as recently voted upon by the citizens of Miami-Dade County. The Mayor is now responsible for appointing

the County Manager and Department Directors. Together with the County Manager, the Mayor is also responsible for the management of all County departments. During this transition, Mayor Carlos Alvarez has called for a renewed spirit of innovation and cooperation. His focus is on meaningful and tangible results, with an emphasis on providing better and more efficient service to the residents of Miami-Dade County. Transportation is one of his seven major strategic planning areas.

MIAMI-DADE TRANSIT

Miami-Dade Transit provides a complex and challenging work environment and opportunity. It is the 14th largest public transit system in the United States, the largest transit agency in the State of Florida and one of the largest departments of Miami-Dade County government, with an annual budget of over \$392 million and more than 3,800 employees.

Miami-Dade Transit provides more than 50% of the trips taken on public transit in the

state, serving over 100 million passengers in 2006. The Department operates an accessible, integrated system of 100-plus Metrobus routes; the elevated 22-mile Metrorail, which connects to Broward and Palm Beach counties; Metromover, an automated downtown people mover; Special Transportation Services for persons with disabilities and the Paratransit Trip Confirmation and Cancellation service, which allows riders to confirm and cancel trips online. Metrobus routes provide approximately 36 million revenue miles of service, including limited service to Broward and Monroe counties.

The County is committed to public transportation to meet the community’s needs and has an aggressive capital expansion program. The People’s Transportation Plan (PTP) was created to address mobility and accessibility issues in Miami-Dade County by implementing a comprehensive program of transportation improvements designed to enhance the movement and safety of people and goods on public transit and local roadways.





The half-penny transportation surtax enacted by Miami-Dade County by voters in 2002 provides the local funding source dedicated exclusively to implement the projects in the PTP. Since its approval, bus ridership in Miami-Dade has increased by 30 percent; bus service has expanded from 27 million to 38 million miles annually with more than 1,000 buses now in service; and the route for the Metrorail has been extended. Further expansion of the Metrorail is planned, with federal funding, with projected completion dates of 2014 and 2016. Other improvements include rehabilitation and expansion of vehicles and bus shelters. The Independent Transportation Trust (CITT), a 15-member body, was created to oversee the People's Transportation Plan.

Appointed by the Mayor, the Director of Miami-Dade Transit is responsible for the implementation of the People's Transportation Plan, as well as for the operations and maintenance of its extensive bus and rail system, developing operating policies and plans for the Metrobus, Metrorail, Metromover, Paratransit and

related support services. The Director establishes direction for the Department and ensures that quality policy is established, implemented and maintained. The Director also works cooperatively and collaboratively with the Board of Commissioners and the Citizen's Independent Transportation Trust.

IDEAL CANDIDATE

The ideal candidate must be a visionary and innovative leader and have significant hands-on experience in public transit operations and management, as well as strong skills in program analysis and development, communication, consensus building, budget and contract management, and strategic planning. The successful candidate will have comprehensive knowledge of Federal Transit Administration programs and processes, key state and federal funding sources and related requirements, transit planning, construction and maintenance, current regulations and legislation affecting public transportation services; and excellent contacts with other leaders in transportation. This resourceful and results-oriented leader will possess

a record of energy, integrity, credibility and effective results and will understand how to work collaboratively with the Office of the Mayor, the Board of Commissioners, the Citizen's Independent Transportation Trust, customers, contractors, and other local and regional government representatives.

Specific qualifications are as follows:

Education and Experience

Minimum requirements include a Bachelor's degree and seven to ten years of progressively responsible leadership, managerial and supervisory experience in the planning and operation of a large, urban-suburban transit agency, preferably at the local or regional level. A Master's degree is desirable

Competencies and Personal Characteristics

In addition to the above, the ideal candidate will have the following competencies and personal attributes:

- Effective in working with a diverse community with a broad range of personalities and interests

- Ability to navigate in a complex environment
- Articulate, both orally and in writing
- A strong leader, who knows when to be decisive
- A comprehensive understanding of public, mass transportation and the role of transit
- A strategic rail corridor planner
- Experience in expanding systems
- Knowledge of transit system operations
- Knowledge of air quality, congestion and other transportation related litigation
- Ability to secure necessary resources
- Knowledge of best practices in managing the County's fiscal resources wisely and ability to manage within allocated resources
- Responsive to the Mayor, Board and Citizen's Independent Transportation Trust
- A collaborator and consensus builder
- A creative problem solver
- Effective in handling multiple priorities effectively





- An effective County spokesperson, when designated
 - A team player, builder and mentor; committed to effectively working with others and selecting quality staff and developing them to their fullest potential
 - Calm under pressure and possess a good sense of humor
 - A good listener; not easily deterred by criticism or controversy
 - Politically aware and sensitive
- plan that projects future ridership and fixed guideways. This plan should include a review and evaluation of current corridors and services and outline steps to upgrade the system to meet current and future ridership demands.
- Development of a business plan to ensure efficient and effective operation of the existing and future transit system. This plan should include a review and evaluation of operations, to include cleanliness, safety and reliability. The plan should also include rehabilitation and/or replacement of rail cars and buses.
 - Collaboration with regional and local agencies, city and county planners and community leaders to plan for future prevention of congestion and enhancement of air quality, to address neighborhood circulator services and region-wide connections.

DEPARTMENTAL CHALLENGES AND ISSUES

Some of the challenges that the new Director is expected to address are as follows:

- Intermodal Center extension and Metrorail expansion, with priority on the following connections: Airport, the East-West and North corridors. Bus service will be expanded from 38 million miles to 44 million miles.
- Development of a plan to secure necessary federal and state funding to expand and improve the transit system.
- Development of a comprehensive strategic

COMPENSATION AND BENEFITS

Annual Salary – \$138,053 - \$244,913. Commensurate with the qualifications and experience of the selected candidate.

Retirement – County funded contribution to State of Florida Senior Management Service Class Retirement.

Leave – 80 hours of leave are accrued annually (with graduated increases after five years) and 96 hours of sick leave.

Executive Benefit Group Package, total value of \$18,720:

Executive Benefits Allowance of \$10,000 annually

\$250 bi-weekly car allowance

Parking or a Metrorail pass (value \$60 per month)

\$1,500 annual contribution to a 401-A Supplemental Retirement Account

Annual Physical Exam with County provider

Other Benefits – Group medical, dental, vision, term life, accidental death, and flexible benefits (flex dollars, disability income protection, flexible spending accounts and group legal services).

This position is open until filled.

Resumes and other information submitted in response to this advertisement are public records pursuant to Chapter 119 Florida Statutes. Resumes should reflect years of experience in positions held and the size of staff and budget managed. Submit cover letter, resume, current salary and three work-related references as soon as possible to:



Marjorie Young
CPS EXECUTIVE SEARCH
241 Lathrop Way
Sacramento, CA 95815
Phone 916-263-1401
Fax 916-561-7205
Email: resumes@cps.ca.gov
Website:
www.cps.ca.gov/search

Hiring decisions are contingent upon the results of a physical examination, including background investigation and alcohol/drug screening. Applicants must meet residence requirement. EOE/M/F/D

